Personnel Selection and Classification

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Bringing together several key elements needed to identify the most promising themes for future research in selection and classification, this book's underlying aim is to improve job performance by selecting the right persons and matching them most effectively with the right jobs. An emphasis is placed on current, innovative research approaches which in some cases depart substantially from traditional approaches. The contributors -- consisting of professionals in measurement, personnel research, and applied and military psychology -- discuss where the quantum advances of the last decade should take us further.

Comprehensive coverage of the selection and classification domain is provided, including a broad range of topics in each of the following areas: performance conceptualization and measurement, individual differences, and selection and classification decision models. The presentations in each of these areas are integrated into a set of coherent themes. This integration was the product of structured group discussions which also resulted in a further evolution of some of the ideas presented.

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